

House File 2185 - Introduced

HOUSE FILE 2185

BY MURPHY, BERRY, FORD,
ABDUL-SAMAD, and BURT

A BILL FOR

1 An Act relating to the interviewing of racial and ethnic
2 minority applicants by public school districts and
3 accredited nonpublic schools and including effective date
4 and applicability provisions.

5 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. 280.30 Interviewing practices —
2 racial and ethnic minority applicants.

3 1. As used in this section, "*racial and ethnic minority*
4 *applicants*" means individuals who are African Americans,
5 Latinos, Asians or Pacific Islanders, American Indians, and
6 Alaskan Native Americans.

7 2. Each public school shall interview qualified racial and
8 ethnic minority applicants in proportion to the racial and
9 ethnic minority population within the school district when
10 hiring administrative and teaching staff for any administrative
11 office or school building, unless the public school is unable
12 to identify a qualified racial and ethnic minority applicant
13 who is willing to interview for the position.

14 3. It is an affirmative defense against a claim of a
15 violation of this section that a public school, in good faith,
16 is unable to identify a qualified racial and ethnic minority
17 applicant who is willing to interview for a position.

18 Sec. 2. EFFECTIVE UPON ENACTMENT AND APPLICABILITY. This
19 Act, being deemed of immediate importance, takes effect upon
20 enactment and applies to applicable employment positions that
21 become available for filling on or after the effective date of
22 this Act.

23 EXPLANATION

24 This bill requires public school districts to interview
25 qualified racial and ethnic minority applicants in proportion
26 to minority population within the school district when hiring
27 administrative and teaching staff for any administrative office
28 or school building. "Racial and ethnic minority applicants"
29 is defined in the bill. The bill allows for the possibility
30 that a qualified racial and ethnic minority applicant may not
31 be available to be interviewed for such a position. The bill
32 provides that such an occurrence is an affirmative defense to a
33 claim of a violation of the bill.

34 This bill is effective upon enactment and applies to
35 applicable employment positions that become available for

H.F. 2185

1 filling on or after the effective date of the bill.